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CAREER BENEFITS III-1

SECURITY INFORMATION

III Working Group on CAREER BENEFITS

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(8 meetings have been held and the following summary is complete through 14 December 1951)

1. An agenda has been adopted, arranged in numerical order of priority for study, to provide a structure around which the problem of career benefits to CIA employees can be most advantageously studied, as follows:

I. Hazardous duty benefits.

- A. Increase in base salary for service involving unusual hardship and hazard.
- B. Extension of the authority contained in Confidential Funds Regulations, authorizing pay, within grade advances, and grade promotions for individuals who are detained involuntarily to include those employees paid from vouchered funds.
- C. Application of United States Employees Compensation Act to dependents of employees engaged in hazardous duties who are themselves exposed to hazard.
- D. Death gratuity of six months' base pay to dependents of CIA employees whose death occurs in line of duty while serving abroad.
- E. Consideration of retirement benefits.

- II. Consideration of the adoption of new classification and salary schedules in lieu of the present policy which follows provisions of the Classification Act of 1949 and allowances for overseas service.

- III. The equitable application of leave to all classes of employees.

- IV. Career benefits inherent in the recognition of distinguished service to the Agency.

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2. By Memorandum to Career Service Committee, dated 19 November 1951, re [REDACTED] for Staff Employees and Staff Agents," the Working Group recommended that [REDACTED] for appropriate trainees is necessary and desirable and presented six broad principles for consideration, with the recognition that such principles would require approval of the DCI and that detailed regulations necessarily must be devised upon such approval. The principal document of reference considered by the Working Group pertaining to this subject is the Memorandum from the Assistant Director of Training (Covert) to the Joint Training Committee, dated 18 September 1951.

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Note: The problem was referred by the Career Service Committee to the Senior Review Committee for approval of regulations to be drafted by the Advisor for Management. The Senior Review Committee was convened on 30 November 1951 and after full discussion referred the problem back to the Career Service Committee for inclusion of other types of hazardous duty pay encountered in training situations. This being an operating problem of the Office of Training, the Committee asked that Office to handle directly with the DD/A (Special) henceforth. - [REDACTED]

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3. By Memorandum to Chairman, Career Service Committee, dated 29 November 1951, re "Continuance of Pay and Allowances", the Working Group suggested that, through an appropriate method, the benefits of the Missing Persons Act, or similar provisions, be made available to all employees of CIA. Along this same line is to be considered a bill pending before Congress, S. 1820, which is to accomplish the same purposes of the Missing Persons Act, which will expire as a wartime statute upon ratification by the Senate of the Japanese Peace Treaty. Recommendation was made that CIA support S. 1820. Since it is obvious that the progress of the Bill will have to be followed carefully in order to insure that probable revisions will maintain it consistent with CIA objectives, it was further suggested that such responsibility for action be placed on the General Counsel's Office (for following the Bill and informing the appropriate Congressional Committees of CIA support for the provisions of the Bill).

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4. In connection with the overall task of the Working Group ("Consideration of the adoption of new classification and salary schedules in lieu of the present policy which follows provisions of the Classification Act of 1949...."), Mr. [REDACTED] presented his views on the need for some kind of "Commissioned Service", perhaps along the lines of the State Department's Foreign Service, within the CIA. Following are some objectives which would be attained by such career structure.

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- a) Discipline and control of personnel necessary for flexibility to meet rapidly changing situations.
- b) Stability of personnel.
- c) Esprit de Corps
- d) Career retirement plan.
- e) Wage and Pay schedule on a long range career basis.
- f) A Reserve to be called upon in case of need.
- g) Legislative confirmation of existence.
- h) Acceptance of the philosophy that in CIA, responsibility should be vested in the individual rather than the position.

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After much discussion, it was agreed that Mr. [REDACTED] and Mr. [REDACTED] will study the career structure plans of the Armed Forces, Foreign Service, Public Health and other "commissioned services" and, after such study, will prepare an outline to be brought before the Working Group for discussion in the near future.

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/s/ [REDACTED]

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